

28ID CG Intent, Priorities, And Guidance

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Overall classification of this presentation is UNCLASSIFIED//FOUO



- **Intent**
 - Purpose
 - Key Tasks “Keystone Imperatives”
 - End State / Vision
- **Priorities (TY13)**
 - Operational Priorities
 - Mission Priorities
- **Guidance**





Intent

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Purpose

Increase readiness to conduct state and federal missions.

Key Tasks

Keystone Imperatives

Man

- Force Management (Readiness Scorecard)
- Fitness & Resiliency
- Force Protection (Safety)

Equip

- Supply & Maintenance Discipline

Train

- Training Management
- Leader Development
- Staff Proficiency
- Gunnery

End State

Soldiers are fit, resilient & well trained. Leaders exhibit trust, character, competence, & provide direction. Staffs are technically, tactically, & operationally proficient. Units have high levels of readiness and camaraderie.

Vision

The 28ID is ready to deploy & execute decisive action!




TY13 Operational Priorities

- 28 CAB units deployment
- 55 ABCT units deployment
- 56 SBCT deployment preparation
- 2 IBCT HRF mission
- 55 ABCT gunnery
- Use DTMS to plan, prepare , execute, and assess training.







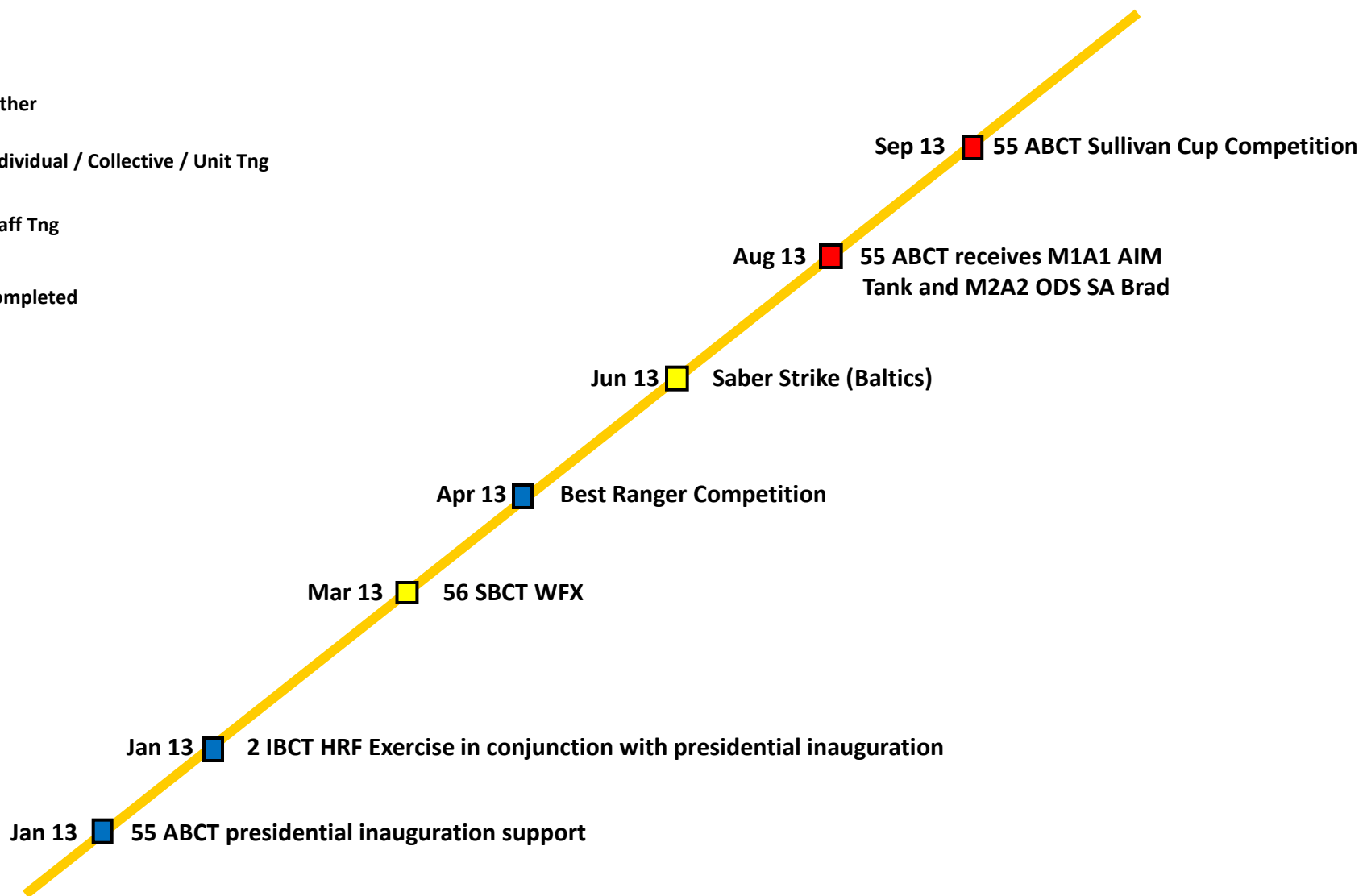
TY13 Mission Priorities

 = Other

 = Individual / Collective / Unit Tng

 = Staff Tng

 = Completed





Every commander is trusted to use disciplined initiative within the commander's intent without wasting time requesting permission.

Report up as the situation develops.

Request further guidance or support as necessary.

The risk of accepting honest mistakes is worth high levels of initiative.



The role of the NCO Corps in achieving the vision

Non Commissioned Officers are obligated to keep soldiers safe; we do that by enforcing standards.

- More than just obvious safety standards



The role of the NCO Corps in achieving the vision

Non Commissioned Officers are the primary trainers of our Division

- We have been trained and have forgotten how to train
- Added complexity; The soldier is the most lethally discriminate weapon system we have
- Mentored to exploit opportunities and held accountable



The role of the NCO Corps in achieving the vision

Non Commissioned Officers are trained at the appropriate level of NCOES/SSD; Eligible E4s-WLC, E5-ALC, E6-SLC

- NCOs promoted and are untrained
- Leadership a combination of mentoring, emulation, and Institutional training



The role of the NCO Corps in achieving the vision

Non Commissioned Officers are where our soldiers are; we are back in the barracks

- Acting on concerns and monitoring soldier behavior
- Exploiting all means of communicating
- Communicating between drills
- Leader books



The role of the NCO Corps in achieving the vision

Non Commissioned Officers are at the tip of the spear for Sharp, Resiliency, and Suicide prevention

- Suicide and sexual harassment; *Not in our Division*
- Knowing our soldiers



Summary

We are a standards based professional corps that enables fit, resilient, and well trained soldiers to dominate and win decisively in a complex operational environment.



Keystone Imperatives

- **Force Management (Readiness Scorecard)**
- **Fitness & Resiliency**
- **Force Protection (Safety)**
- **Supply & Maintenance Discipline**
- **Training Management**
- **Leader Development**
- **Staff Proficiency**
- **Gunnery**



Keystone Imperatives

- **Force Management (Readiness Scorecard)**

- Fitness & Resiliency

- Force Protection (Safety)

- Supply & Maintenance D

- Training Management

- Leader Development

- Staff Proficiency

- Gunnery

- Assigned strength = 96% - 100% (Amber / Green)
- Retention Rate > 75% (Green).
- Medical Readiness - MRC 1 & 2 > 82% (Green).
- Neg End Strength <1.0% (Green)
- DMOSQ >= 85% (Green)
- Avail Strength > 80% & Avail DMOSQ > 75%
- SL10 vacancies <15% (Green)
- NCO vacancies <10% (Green)
- CPT/MAJ vacancies <20% (Amber)
- WO vacancies < 20% (Amber)

At the company level, the Company Cdr, 1SG, Readiness NCO, Retention NCO & Recruiter are integrated and working as a team



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- PT, Enforce height / weight standards, Resiliency Training, Suicide Prevention, SHARP Training

- Commands support Family Readiness Groups (FRGs), FRG activities conducted regularly.

Goal: Unit Cdrs (Co., BN, BDE, DIV) meet with unit FRG leadership quarterly



Keystone Imperatives

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- Conduct tough, realistic training but do it safely.
- Incorporate safety into all training & real world operations.
- Think safety on & off duty.
- Continual use of Cdr's risk assessment.

Goal: Zero loss of life or limb due to training safety issue.



Keystone Imperatives

- Force Management (Readiness Scorecard)

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- Force Protection (Safety)

- **Supply & Maintenance Discipline**

- Training Management

- Leader Development

- Staff Proficiency

- Gunnery

- Higher HQs inspecting subordinate HQs
- Report equipment loss immediately
- FLIPLs completed within 240 days
- Soldier accountability for equipment turn-in prior to discharge
- Maintain equipment



Keystone Imperatives

- Force Management (Readiness Scorecard)

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- Force Protection (Safety)

- Supply & Maintenance D

- **Training Management**

- Leader Development

- Staff Proficiency

- Gunnery

- DIV SRTG NLT 1 MAR, BDE SRTG NLT 1 May, BN SRTG NLT 1 July
- YTCs
- DTMS for training schedules, documenting, evaluating
- Annual DIV Training Meeting for BDEs & BNs
- Company and BN monthly training meetings
- Use lanes training concept: crawl, walk, run

Keystone Imperatives

- Force Management
- Fitness & Resilience
- Force Protection
- Supply & Maintenance
- Training Management
- Leader Development
- Staff Proficiency
- Gunnery

- NCOs & officers
 - Culture of Mentoring, Culture of Learning (OPD / NCOPD), Historical Vignettes
 - NCOES: Goal is 100% of promotion eligible soldiers completed or enrolled in corresponding level NCOES prior to being boarded:
E4-WLC, E5-ALC, E6-SLC
 - ILE attendance: Promotable CPTs & MAJs: goal is 100% enrolled in ILE
 - Co CDR forum (utilize West Point Center for Company Level Leaders)
 - Ceremony when SPC crosses over to NCO ranks
 - NCO Forums
 - Documented biannual (minimum) counselings: enlisted, NCOs, officers
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- Career Management - NCO & Officer (AGR, Techs, Traditional)
 - Reassignments at right time to enhance professional development



Keystone Imperatives

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- Training Management

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- **Staff Proficiency**

- Gunnery

- Battle-focused training for DIV, BCT, BN staffs
 - Digital Master Gunners appointed and trained
- Gain proficiency with the Operations, IPB, Information Collection (IC), & Targeting processes
- Division must be JTF capable
 - Focus on Joint, Interagency, Intergovernmental, Multinational (JIIM) operational environment
- Aggressively seek out a Division WFX annually



Keystone Imperatives

- Force Management (Readiness Scorecard)

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- Staff Proficiency

- **Gunnery**

- Gunnery Program - Master Gunners

- Tanks
- Brads
- Stryker
- MGS
- Arty
- Mortars
- Aviation
- Unstabilized

- Platoon gunnery with company level mission command
(during gunnery focus period)

- Platoon LFX with company level mission command
(during sustainment gunnery/maneuver focus period)



Shoot, Move, and Communicate

Company-level mission command and execution proficiency for CS and CSS units

Joint Forward Observer training, proficiency, qualification

UAS (Shadow) Training

Reverse cycle (night) training - weapons, movement, maneuver

Combatives Training

Units maximize field training time & enhance field craft skills at AT (9-10 days in field) & IDT

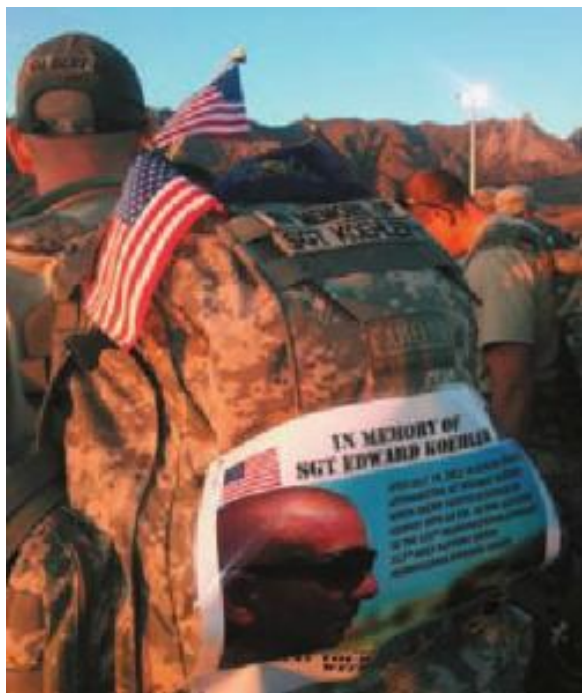
-Air Ground Operations
-Army Aviation
-Blue Air

Individual Weapons Training
Premarksmanship training
EST / KD / Shoot House

Incorporate HRF sustainability and DSCA



Special Projects



- Dedicate a memorial wall at Boalsburg for 28 ID Fallen Warriors post - 9/11/01
- Construct a 28ID Fallen Warrior Memorial (post 9/11) at Division HQ
- 28 Mile "March For The Fallen" ruck march – annually
- Continue training relationship with Canadian military



Questions

